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PATENT
Attorney Reference Number 5437-60780-01

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/921,993

Filed: August 2, 2001

Confirmation No. 6882

For: DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS

Examiner: George B. Davis

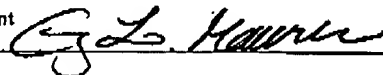
Art Unit: 2129

Attorney Reference No. 5437-60780-01

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Attorney or Agent
for Applicant(s)



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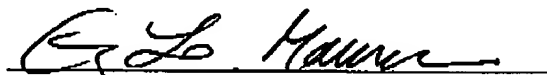
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Respectfully submitted,

KLARQUIST SPARKMAN, LLP

One World Trade Center, Suite 1600
121 S.W. Salmon Street
Portland, Oregon 97204
Telephone: (503) 595-5300
Facsimile: (503) 595-5301

By


Gregory L. Maurer
Registration No. 43,781

cc: Docketing

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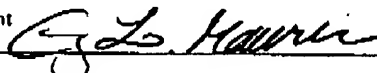
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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/921,993

Filed: August 2, 2001

Confirmation No. 6882

For: DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS

Examiner: George B. Davis

Art Unit: 2129

Attorney Reference No. 5437-60780-01

CERTIFICATE OF MAILING

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

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ALEXANDRIA, VA 22313-1450INFORMATION DISCLOSURE STATEMENT PURSUANT TO
37 C.F.R. § 1.97(c)

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

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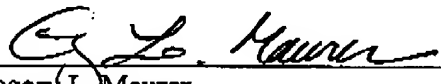
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Respectfully submitted,

KLARQUIST SPARKMAN, LLP

One World Trade Center, Suite 1600
121 S.W. Salmon Street
Portland, Oregon 97204
Telephone: (503) 595-5300
Facsimile: (503) 595-5301

By



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Registration No. 43,781

cc: Docketing

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**INFORMATION DISCLOSURE STATEMENT
BY APPLICANT**

Attorney Docket Number	5437-60780-01
Application Number	09/921,993
Filing Date	August 2, 2001
First Named Inventor	Scarborough
Art Unit	2129
Examiner Name	George B. Davis

U.S. PATENT DOCUMENTS

Copies of U.S. Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		6,611,822	08/26/2003	Beams <i>et al.</i>

FOREIGN PATENT DOCUMENTS

Examiner's Initials*	Cite No. (optional)	Country	Number	Publication Date	Name of Applicant or Patentee

OTHER DOCUMENTS

Examiner's Initials*	Cite No. (optional)	
		Somers, M.J., "Application of two neural network paradigms to the study of voluntary employee turnover," <i>Journal of Applied Psychology</i> , 84:177-185 (1999).

EXAMINER
SIGNATURE:DATE
CONSIDERED:

* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.